

Endowment Match Program
Diversity Plan Outline

The Commonwealth of Kentucky's 2003 Budget Bill (HB 269) stipulates that "the universities shall develop and implement specific strategies and plans calculated to achieve reasonable diversity in the recruitment and retention of women, African Americans, and other underrepresented minorities for positions funded by the Endowment Match Program, including fellowship, scholarship, and graduate assistantship positions" (p. 282). Listed below is an outline that provides general guidelines for constructing such a plan.

- I. Assessment – Assess the current level of program diversity at your institution by comparing gender and race of match program faculty, staff, and financial aid recipients with those occupying similar positions or receiving similar awards in the overall university population. For the purposes of this document, "current level" is defined as program diversity as of June 30, 2003. The assessment should contain demographic tables similar to those found in the annual summary reports as well as a narrative description of what those tables show. At a minimum the assessment should contain the following information:

- A. Faculty and Staff

1. Gender of match program faculty and staff.
 2. Gender of faculty and staff in overall university population.
 3. Race of match program faculty and staff.
 4. Race of faculty and staff in overall university population.

- B. Financial Aid Recipients

1. Gender of match program financial aid recipients.
 2. Gender of financial aid recipients in overall university population.
 3. Race of match program financial aid recipients.
 4. Race of financial aid recipients in overall university population.

Use of other specialized populations for comparative purposes is optional. For example, if an institution has established chairs primarily in medical fields, the proportion of female or minority Ph.D. graduates in medical fields may be an appropriate comparison group.

II. Definition – Campus officials should work with their affirmative action and equal employment opportunity plan coordinators to define what is considered to be a reasonable level of gender and racial diversity among match program faculty, staff, and financial aid recipients at their university. This definition should be developed in light of the information obtained in the diversity assessment and should reference key demographic statistics contained in that assessment. This section should contain a total of four diversity definitions:

- A. Reasonable Level of Gender Diversity among Match Program Faculty
- B. Reasonable Level of Racial Diversity among Match Program Faculty
- C. Reasonable Level of Gender Diversity among Match Program Financial Aid Recipients
- D. Reasonable Level of Racial Diversity among Match Program Financial Aid Recipients

An example of a gender diversity definition for match program faculty is listed below.

As of June 30, 2003, 41.4 percent of all full-time faculty employed by ABC University were women. The proportion of women occupying endowed chairs or professorships funded through the Endowment Match Program was 19.5 percent. Based on these figures, ABC University considers a target of 30.0 percent female to be a reasonable level of gender diversity among its match program faculty. This would bring the proportion of women occupying match program chair and professorship positions more in line with the proportion of female faculty in the overall university population.

III. Objectives – Identify objectives that are consistent with the university's definition of reasonable diversity and establish a time frame for achieving those objectives. For the sake of consistency, each institution's diversity plan should include five-year objectives for enhancing gender and racial diversity of match program faculty, staff, and financial aid recipients, even if a longer time horizon is anticipated to meet diversity definition targets. Progress toward attaining these objectives will be monitored through the annual match program reporting process. This section should contain four categories of objectives:

- A. Objective for Gender Diversity among Match Program Faculty
- B. Objective for Racial Diversity among Match Program Faculty
- C. Objective for Gender Diversity among Match Program Financial Aid Recipients
- D. Objective for Racial Diversity among Match Program Financial Aid Recipients

An example of a gender diversity objective for match program faculty is listed below.

ABC University actively seeks to increase the proportion of women occupying endowed chair and endowed professorship positions funded through the Endowment Match Program from 19.5 percent as of fiscal year end 2002-03 to 25.0 percent by fiscal year end 2007-08.

- IV. Strategies – Identify specific strategies, plans, or programs that the university has implemented, or will implement, that facilitate the attainment of diversity goals within the specified time frame. Examples of diversity strategies include, but are not limited to: (a) increasing the diversity of the applicant pool by publishing job announcements in media which target women and minorities; (b) ensuring adequate representation of women and minorities on faculty selection committees or on student aid award committees; and (c) implementing junior faculty development programs that prepare faculty to occupy endowed chair or professorship positions.
- V. Cost – Identify the estimated annual cost to the institution of implementing the strategies, if any, identified in Section IV.